

**Lake County School District  
Superintendent Search – 2020**

**POSITION OVERVIEW**

At its meeting on February 12, 2020, the School District Board of Directors adopted the following criteria, standards and profile characteristics for use in the Superintendent search.

**Who Are We?**

**Community**

- Small, rural, agricultural/natural resource based community located in southeast Oregon
- Strong parent and community support for district
- Abundance of nearby outdoor recreational opportunities
- The district and community have a family-like atmosphere
- The community is the county seat and regional center for Lake County
- Largest employers are federal, state and local government along with school district and hospital
- Terrific annual Lake County Roundup and Fair
- Recently upgraded regional hospital located in Lakeview
- Strong community youth programs, e.g., Little League and 4H

**District**

- Dedicated and collaborative staff of teachers working together
- Small class sizes
- Strong community support for sports teams, arts and music
- Close relationships between students and staff
- Foundation-awarded college scholarships available for qualifying students
- Strong agriculture and CTE programs
- Wide-range of dual credit classes available with Klamath CC, OIT and others
- School based arts, music and sports in middle school and high school

**What's Next?**

- Upgrade district facilities and pass a capital improvements bond
- Address issues related to student safety and security
- Focus attention on recruiting and retaining highly qualified staff
- Improve positive student behavior, safety, and respect for fellow students
- Devote more resources for student access to mental health services
- Establish leadership consistency and longevity

**Minimum Job Requirements**

The Board requires the Superintendent to be a strong educational leader who has the following professional experience and training:

- A current Oregon administrative license with an authorization for all levels, superintendent's endorsement or a transitional superintendent license;
- Successful experience as an educational leader and administrator;
- In lieu of the experience and training requirements above, the Board may consider as a candidate for its superintendent's position an individual who meets transitional administrator or exceptional administrator licensure requirements;
- Other qualifications as determined by the Board.

### **Preferred Leadership Skills & Candidate Profile**

- Builds collaborative working relationships among staff, parents, community and Board
- Is highly visible and involved in the schools and community
- Understands the needs of a small, rural and somewhat remote school district
- Has a background in the classroom and other administrative experiences
- Willing to make a long-term commitment to this school district and community
- Demonstrates solid budgeting skills and understands Oregon school finance
- Brings an empowering leadership style to lead the staff and students to success
- Builds partnerships with families, community, local businesses and government agencies
- Brings new ideas and is willing to listen respectfully to others' opinions
- Willing to make difficult decisions when needed and follows through to implementation
- Has excellent verbal and written communication skills
- Willing to hold himself/herself and staff accountable for high standards and success
- Has knowledge/experience with capital improvement bond passage and implementation
- Helps develop and implement a district-wide vision for students, staff and overall district success
- Serves as mentor and instructional leader for staff